

BEU CALENDAR

Executive Board Mtg

Jun 11, 4:00pm

BHS Co-Teachers Mtg

Jun 12, 3:00 pm BHS Library

Workload Oversight Comm.

Jun 13, 3:30pm

Stipend Bargaining

Jun 14, Noon

Para, Staff of Color Ice Cream Social

Jun 15 Pierce Patio (see below)

MTA interviews of Brookline State Rep candidates

Jun 20, MTA downtown

Last Day of School

Jun 26

Summer Mtgs to Organize Contract Campaign

See article to right

MTA Summer Conference

Aug. 5-8 See massteacher.org

Union educators are *All In* for justice for all

These are disturbing times, and yet, they are promising times, too. Yes, we are witnessing a shocking array of attacks on what are basic underpinnings of human dignity and human rights – attacks on civility, personal safety, control of one's body, individual and collective voice, material means to maintain health and wellbeing, and equal protection of law rooted in due process for all. Still, educators across the country are modeling resistance that is capable of overcoming these attacks and constructing a just society supported by institutions that respect adults and children alike.

The key to getting there is *organized solidarity*. Solidarity—the collective defense of one another, particularly the most vulnerable, is captured in the IWW union motto of a century ago,

“An Injury to One is an Injury to All.” It has been displayed in the recent and spreading teachers’ strikes. Demands for dignity and economic justice have included support for those who need public services, including quality public education, and those who deliver the public services. The teachers have advocated for children and their families, and other public employees, but not at the expense of respecting one another and themselves. They have rejected the logic of austerity and instead confronted the reality of an increasing hoarding of wealth, opportunity, and status that leaves those who have less to compete with one another at one another’s expense.

Solidarity is the antidote to turning on one another as we do the challenging
continued on page 3

Please join us for an **ICE CREAM Social**

ALANA and Para Educators, please join us for an Ice Cream Social to CELEBRATE the end of the school year on FRIDAY, JUNE 15, 2018 at 2:45PM on the PIERCE PATIO at PIERCE SCHOOL.

Sponsored by



SPECIAL BONUS!

BEU personal finances expert, Bob Miller (retired, not the BEU vice pres!) will attend. You can ask him about ways he can help you plan for a more secure financial future, and/or arrange with him to talk together at a later date.

EVALUATIONS, PART 2



Dear Grievance Committee,

I haven't received my evaluation yet... should I be worried?

-Wondering at BHS

Dear Wondering,

If your evaluator hasn't completed the summative report (or formative report if you are in Year 1 of a 2-year cycle), then this is a problem for the evaluator, not you. Completing the summative evaluation is the responsibility of the evaluator. You have had tasks to complete - namely, writing your self-assessment and goals, and uploading evidence. But the rest of the evaluation falls on your evaluator.

By this point in the year, all summative evaluations should have been completed. The deadlines for the completion of the summative evaluation are as follows:

- All non-PTS teachers: last Friday in April. This year that was April 27
- All PTS teachers on year 2 of their cycle (except those on improvement plans): last Friday in May (for those in year 1 of their cycle, the formative assessment should have been completed by the last Friday in May). This year that was May 25
- PTS teachers on improvement plans: first Friday in June. This year that was June 1.

Note: If your evaluator has missed the deadline above, your evaluation is automatically extended by a year. (Evaluators can be granted extensions if they inform the superintendent of extenuating circumstances. The BEU president also has to be informed. In any case the evaluation must be completed more than 10 days before the end of school because extensions granted by the superintendent cannot result in your time to respond extending past the end of the school year.) If your evaluator has missed the deadline, you should reach out to your BEU rep or a grievance rep right away.

Once you receive your summative, or formative, assessment, you have the right to discuss this with your supervisor within 5 school days. You are expected to sign that you have received the report. Note that signing does not mean that you agree with the assessment; only that

you have received it and read it. You have the right to write up a response - and add this to TeachPoint - within 10 school days of receiving the report.

If you are rated Needs Improvement or Unsatisfactory, your evaluator must have a face-to-face conversation with you about your evaluation. Let the BEU know right away. If you have PTS and think you've been evaluated unfairly and have received a Needs Improvement or Unsatisfactory, you may request a review by the Evaluation Advisory Panel made of up administrators and the BEU.

Finally, the BSC agreed to continue not using the Exemplary rating unless it is negotiated with the BEU. Let the BEU know if this rating has been used. In addition, we successfully negotiated specific language stating that you cannot be prevented from receiving a Proficient rating because you declined to do work outside of your contractual hours.

If you have any questions about your evaluation, whether about the content of the evaluation, or issues around timelines, please contact a Grievance Committee representative right away. Don't wait until next school year!

Sincerely,
The Grievance Committee

If you have any questions or concerns, please don't hesitate to contact the BEU at beu-mta@hotmail.com or 617-277-0251. One of the following grievance committee members will get back in touch with you.

Deb Allen (Coolidge Corner School, retired)
Jody Curran (Driscoll)
Hillary Golden (Lincoln)
Mark Goldner (Heath)
Rich Gorman (BHS)
Cathy Heller (BHS, retired)
Anna MacIver (Runkle)
Shelley Mains (BHS)
Susan Moreno (BHS)
Jill Sifantus (BHS)
Susan Stark (BHS)
David Weinstein (Pierce, retired)
Jessica Wender-Shubow
Sue Zobel (Lincoln)

Solidarity, continued from page 1
work of trying “to create a more perfect union,” be it a labor union, a polity, or our school system. Solidarity is an alternative to fragmented responses to the symptoms of frightening disregard for universal human rights: attacks on immigrants, environmental protections, abortion rights and other healthcare, on athletes of color taking a knee for racial justice, Trans people, and young people who are confronting the NRA’s militaristic agenda.

Solidarity is also the antidote to another element of today’s attack on human rights: the effort to discredit and destroy the right to organized, concerted action as a form of mutual aid through unions. Unions are currently the most powerful institutions resisting the cruel attacks on people made more vulnerable through their separation and isolation in workplaces and other spaces. Unions are the strongest institutions fighting to end the growing wealth divide and related efforts to dismantle the public sphere by seizing ownership and control of public resources and spaces for plutocrats. Unions are thus a critical counterweight to attacks on efforts to end structural racial, gender, and class inequity.

Facing these combined threats, members of the BEU are now gearing up to *bargain for the common good* next year at the negotiating table. Organizing a contract campaign for the schools our communities deserve will start this summer. Bargaining will begin in the middle of the school year. Please let me (Jess) know if you’d like to attend organizing meetings: **Friday, June 29, 9:00-11:00am; Thursday, August 9, 9:00am-noon; Wednesday, August 29, 1:30-5:00pm.** We also encourage members to attend some or all of the **MTA Summer Conference to be held at UMASS Amherst, August 5-8.** See details at massteacher.org. The BEU covers costs.

The BEU will root bargaining proposals and the campaign for a fair contract in the practice of solidarity. Solidarity at work ensures that a person who would otherwise hesitate to speak openly and truthfully feels safe enough to do so. It allows people to speak without fear of ostracism or shaming even as members ultimately unite around a plan designed to be the best for all. It allows members to take risks, to disagree and to debate -- with dignity.

The district benefits from the solidarity in a strong, independent union.

Educators can be more forthcoming when acting in and through their union than they can when they are acting alone and under the auspices of administrators. No matter how sincerely administrators encourage input from their subordinates, what lies in the balance between compliance and questioning authority is an employee’s livelihood.

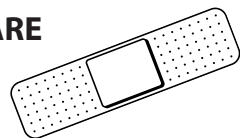
Though it was unfortunately not the case in the last round of negotiations, many Brookline School Committees have respected union solidarity and then upheld the value of treating the BEU as a partner in problem solving. They have enlisted central administrators to help move the collective bargaining process forward, and to implement the spirit of the contracts afterward. The contracts, repositories of joint decision-making, compromise, and creativity, have long been resolved in a timely manner. As a result, students’ learning conditions, which are educators’ working conditions, have been improved.

We look forward to negotiations with a hope that the BEU’s ethic of solidarity will be respected and honored and without delays. We know that this can help the Public Schools of Brookline achieve its own stated ideals.

-- Jess Wender-Shubow



YOUR HEALTH CARE



Our Healthcare Agreement with the Town expires June 30th. We, the Public Employees Committee (PEC), are currently exploring ideas for a new agreement and hope for closure soon. Should no successor to our 2016-2018 GIC Agreement be agreed upon by the June 30th. deadline, the terms and conditions of the current agreement will continue until a successor agreement is reached. Jessica Wender Shubow and I represent you on the PEC.

The HRA (Healthcare Reimbursement Account) funds are NOT exhausted yet. If you and your covered dependents were already reimbursed for a total of four co-pays, you may submit proof of additional co-pays. These co-pay reimbursements include inpatient hospital care (\$500), outpatient surgery (\$150), emergency room visit

(\$50) and High Tech Imaging (\$100). Priority is given to the claim for reimbursement that is received first to the Town’s HRA Administrator, 2nd. Floor Town Hall.

Beginning July 1st we have new insurance deductibles that will need to be met before your insurance pays for covered health care services. Most plans carry a \$500 Individual / \$1,000 Family deductible. Also this year there is a separate prescription drug deductible, \$100 Individual / \$200 Family. There will also be a new vendor for the Employee Assistance Program.

Take care and enjoy your summer.
2sheilaleach@gmail.com

-Sheila Leach, PEC Rep

FINANCE FOR EDUCATORS

**IT'S NOT ABOUT TIMING THE MARKET
BUT ABOUT THE TIME IN THE MARKET**



A few months ago, when the stock market plummeted over 3,200 points in just two weeks, I immediately thought back to a similarly volatile time almost 10 years ago. There I was enrolling educators in their 403b while the American economy was teetering on the financial precipice, ready to plunge into the depths of an epic recession. And there I was preaching the gospel that investing is not about timing the market, but time invested in the market.

Let's look at what would have happened to the retirement accounts for those educators who enrolled in a 403b in December of 2007, only a month before the start of the third worst correction in the stock market's history. And, in particular, what would have happened to those investors who didn't panic, resisted the siren's song to sell during the financial crisis and continued to faithfully invest for the next 10 years?

If you had invested in \$150.00 per paycheck over the course of the year, a total of \$3,150.00 in a Vanguard 500 Index Fund (VFINX), the investment results were gloomy. You would have lost 37.2%, and the yearly investment of \$3,150 would only be worth about \$1,800 at the end of 2008.

Yes, losing 37.2% in a year when the market registered its third worst loss in its history left many investors shocked and chagrined. Unless you were around for the Great Depression, it was unprecedented and frightening to see banks on the verge of collapse, Bear Stearns collapse, widespread job losses and the toxic impact of subprime mortgages on the economy.

So what's the bottom line for that 30 year old investor who invested in the Vanguard 500 Index Fund in 2008 and promptly lost 37.2% in Year #1? Would their investment recover from such a serious setback? I'm happy to say that the 2008 financial crisis provided a compelling case study for time in the market as opposed to foolishly trying to time the market. Over the next ten years, and even taking into consideration the 37.2% loss in 2008, the patient investor would have been handsomely rewarded with an average, ten-year annual return of 9.26% and an account valued at \$53,000 today.

"How poor are they that have not patience." No, Othello's Iago wasn't offering investment advice, but he might as well. The successful investor needs to exercise the patience of Job, ignore the daily market noise and remain invested for the long term which includes both good and bad times.

-Robert Miller, Coolidge Corner School (retired)



The President's Work

BEU members are working with administrators on issues in 5 areas:

- 1) Stipends. Negotiations chair, Eric Schiff, is overseeing the BEU part of bargaining to update the academic and athletic stipends.
- 2) Para Joint-Labor Management Committee on Para scheduling. JT Lenocho, Wendy MacMillian, Janice McKeown, and Roylene Hunte continue work on fair scheduling; and
- 3) sub pay and differential pay for paras assigned temporarily to programs with extra pay.
- 4) BHS Co-teachers are helping to design assignments that make co-teacher collaboration possible.
- 5) Workload Oversight Com. (Jeremy Bloch, Alisa Conner, Laura Vish, Jess) have raised caseloads & the Instructional Leadership Team idea.

We hope you enjoy this newsletter and find it informative. If you are represented by the BEU but are not a member, we ask you to join us.

Please note: Non-members represented in Units A and B and non-members employed more than 3 years in the Para Unit are responsible for paying an agency service fee, about 75% of the dues, billed late spring or summer.

THE BROOKLINE EDUCATOR

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BEU.groupsites.com All members are encouraged to join using a personal email address.

Amie Buchman, Communications Chair

Jessica Wender-Shubow, President